

Eddyville-Blakesburg CSD Eddyville-Blakesburg EA

7/1/2006 6/30/2007

MASTER AGREEMENT

BETWEEN THE

**EDDYVILLE-BLAKESBURG
COMMUNITY SCHOOL DISTRICT**

AND THE

**EDDYVILLE-BLAKESBURG
EDUCATION ASSOCIATION**

72 employees

2006-2007

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ARTICLE I

WAGES AND SALARIES

Wages and salaries for individual contracts for the 2006-07 school year will be governed by the salary schedule "Exhibit A" and Supplemental Schedule "Exhibit B" attached at the end of this document.

ARTICLE II

INSURANCE BENEFITS

The Board of Education will select an insurance company and will provide the following insurance protection:

Item 1 PSF (Partially Self-Funded) Preferred Provider Organization Medical Plan

- a. The Board agrees to pay the employee's full single premium for medical coverage under a PSF PPO/2000 plan with 1000/2000 out-of-pocket maximum. The amount provided will reflect the amount of the PSF PPO/2000 medical single premium. The Board will pay said premium amount for employees regularly scheduled to work one-half time or greater before or during the 2003-2004 contract year with continuous service in the district. One-half time shall be defined as twenty (20) hours per week.

Employee hired as new employees for the 2004-2005 and subsequent contract years who work at least one-half time but less than full-time shall receive a pro-rated share of said premium amount.

Any two employees classified as sharing one full-time position who are regularly scheduled to work one-half time or greater shall receive a pro-rated share of said premium amount.

Employees working one-half time or greater before or during the 2003-2004 contract year with continuous service in the district shall retain fully paid single medical coverage for as long as they remain employed in the district and work one-half time or greater.

- b. The Board agrees to the following Medical Insurance Deductible reimbursement:
 - 1. Employee will pay the first \$750 of the deductible amount for single plan.
 - 2. Board will pay the remainder of the \$2000 deductible for an employee enrolled in the single plan.
 - 3. Employee will pay the first \$1500 of the deductible amount for family plan.
 - 4. Board will pay the next \$1250 of the \$3000 deductible for an employee enrolled in the family plan. The employee will responsible for the remaining \$250.

- c. Insurance coverage and benefits shall be comparable to coverage provided under the immediate previous contract.
- d. Dependent coverage will be available on request, with the premium deducted from the employee's regular pay period.
- e. A married employee who worked one-half time or greater before or during the 2003-2004 contract year with continuous service in the district and who is provided coverage under a spouse's medical plan may receive one hundred fifty dollars (\$150.00) monthly in additional salary in lieu of single medical coverage. The employee shall have the option of having this sum applied by the Board to a tax sheltered 403B Plan.

A married employee hired as a new employee for the 2004-2005 and subsequent contract years who is provided coverage under a spouse's medical plan may receive one hundred fifty dollars (\$150.00) monthly in additional salary in lieu of single medical coverage. The employee shall have the option of having this sum applied by the Board to a tax sheltered 403B Plan.

A married employee hired as a new employee for the 2004-2005 and subsequent contract years who is provided coverage under a spouse's medical plan and who works at least one-half time but less than full-time may receive a pro-rated share of one hundred fifty dollars (\$150.00) monthly in additional salary in lieu of single medical coverage. The employee shall have the option of having this sum applied by the Board to a tax sheltered 403B Plan.

All language listed under Item 1 a. about full-time employees and pro-rating part-time employees will apply to the cash option.

Item 2 Life Insurance and Long Term Disability

- a. Forty thousand dollars (\$40,000.00) Life Insurance and Long Term Disability benefits that provides coverage after sixty (60) calendar days.
- b. All language listed under Item 1 a. about full-time employees and pro-rating part-time employees will apply to the cash option.

Item 3 PSF Dental Plan

- a. The Board agrees to pay full single dental coverage.

- b. Dependent coverage will be available on request, with the premium deducted from the employee's regular pay period.
- c. Dental insurance coverage shall be comparable to coverage provided under the immediate previous contract.
- d. All language listed under Item 1 a. about full-time employees and pro-rating part-time employees will apply to the cash option.

In the event a man/wife team is employed by the District, one shall be designated as the policy owner and the other may apply their single coverage allocation to the same policy for family coverage premium.

Duration of Coverage

The Board-provided insurance program shall be for twelve (12) consecutive months beginning in September. Employees new to the District shall be covered by Board-provided insurance no later than one month after the beginning date of their contract.

ARTICLE III

PHYSICAL EXAMINATION

A physical examination is required upon initial or subsequent employment and every three (3) years thereafter, including freedom from tuberculosis (TB). The Board will pay this expense for required physical examinations up to sixty dollars (\$60.00) for employees. When the physical is covered by the Board provided health insurance, the employee may be reimbursed up to sixty dollars (\$60.00) for the excess costs to cover the portion that is not paid by insurance. Appropriate documentation must be presented to the Board secretary for reimbursement within six (6) months of the exam. The employee will receive notification when contracts are issued that the physical examination is required before employment for the following school year.

ARTICLE IV
TRAVEL EXPENSE

Employees of the District shall be reimbursed for travel expense when the Superintendent has granted approval prior to incurring the expense. Pay for operating the employee's private vehicle shall be at the current IRS rate at the time the expense is incurred.

Expenses other than mileage will be reimbursed only when substantiated by receipts. Mode of travel, housing and food limits will be established by the administration prior to the time the expense is incurred.

ARTICLE V

RELEASE FROM CONTRACT

Employees may submit a written request for release from contract to the Superintendent for Board approval. The following terms shall apply if the Board of Education honors a request for release from contract:

Prior to June No replacement cost

June 1st to June 15th Up to one hundred dollar (\$100) replacement cost

June 15th to June 30th Up to two hundred dollar (\$200) replacement cost

July 1st Up to three hundred dollar (\$300) replacement cost

The employee may appeal and the Board may waive the replacement cost on any contract release whenever the conditions of waiver are agreeable to both parties.

ARTICLE VI
GRIEVANCE PROCEDURE

Section I. A grievance is a claim by employee, group of employees, or Association that there has been an alleged violation, misinterpretation or misapplication of any of the specific provisions of this Agreement.

Section II. Every employee covered by this Agreement shall have the right to present grievances in accordance with these procedures.

The failure of an employee (or, in the event of an appeal to arbitration, the Association) to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.

It is agreed that any investigation or other handling or processing of any grievance by the grieving employee shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving employee or of the teaching staff.

Section III. First Step

An attempt shall be made to resolve any grievance in an informal, verbal discussion between complainant and his/her principal.

Second Step

If the grievance cannot be resolved informally, the aggrieved employee, group of employees, or Association shall file the grievance in writing, and at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within ten (10) school days from the date of the occurrence of the event giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the employee, group of employees, or Association and the Superintendent within ten (10) school days after receipt of the grievance.

Third Step

In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee, group of employees, or Association shall file, within five (5) school days, a copy of the principal's written decision at the second step, with the Superintendent. Within ten (10) school days after such written grievance is filed, the aggrieved and the Superintendent or his/her designee shall meet to resolve the grievance. The Superintendent or his/her designee shall file an answer within ten (10) school days of the third step grievance meeting and communicate it in writing to the employee and the principal.

Fourth Step

If the grievance is not resolved satisfactorily at step three, or if no disposition has been made within the time limits, the aggrieved person and the Association shall meet within five (5) school days of disposition of the grievance to discuss the merits of submitting the grievance to arbitration.

The Association may submit, in writing, a request on behalf of the Association and the grieving employee to the Superintendent within thirty (30) days from receipt of the step three answer to enter into such arbitration. The arbitration proceedings shall be conducted by an arbitrator to be selected by the two parties within seven (7) days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven (7) days, the American Arbitration Association will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator.

The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of the agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the school district and Association based solely and only upon his/her interpretation of meaning or application of the express relevant language of the agreement.

The arbitrator's decision shall be final and binding upon both parties.

Section IV. All costs for arbitration shall be borne equally by the Board and Association, except the cost of any representatives of each party shall be borne by that party.

ARTICLE VII

PAYROLL

A. Payroll Procedure

Contract salaries will be distributed on a bi-weekly payment schedule over a twelve (12) month period. Pay dates will be defined and published to employees on an annual basis no later than June 30th of each year, and will be in accordance with Board Policy.

Adjustments, if any, will be made once per month on the last pay date of the month. ~~In the months when three (3) pay dates occur,~~ insurance and annuity/custodial account payments will not be deducted.

B. Payroll Deduction of Association Dues

The Board will provide dues deduction for employees who have signed authorization cards filed with the Board secretary prior to October 1st.

The Association agrees to indemnify and hold harmless the Board, each individual Board member, and all administrators against any and all claims, costs, suits or other forms of liability and all court costs arising out of the application of the provisions in this Agreement between the parties for dues deduction.

ARTICLE VIII

LEAVES

A. Health Related Leaves

All wording in Item 1a. (Page 2) about part-time employees and pro-rating shall apply to all leaves.

1. Sick leave applies as follows:

1st year	10 days
2nd year	11 days
3rd year.....	12 days
4th year.....	13 days
5th year.....	14 days
6th year.....	15 days
Subsequent years.....	15 days

Accumulation:

Unused sick leave is cumulative to one hundred twenty (120) days. Sick leave that is earned for the current year will be used prior to deducting from the one hundred twenty (120) accumulated days.

After an employee has exhausted ALL available sick leave, up to twenty (20) days additional may be granted at Board discretion in any one (1) school year. Recommendations to the Board will be made by a committee consisting of one (1) teacher from each attendance center, one (1) principal and the superintendent. Teacher appointments will be made by mutual agreement between the superintendent and the association president. Said appointments shall be made by September 15th of each year.

When an employee is absent from work as a result of a job-related injury or illness covered by workman's compensation, the employee may invoke one of the following alternatives:

- a. The employee may draw workman's compensation with no supplemental pay from the Board, which would result in no loss of accumulated sick leave.

- b. The employee may elect to have the Board supplement the workman's compensation to the extent that the compensation and supplement are equal to the employee's regular salary. Sick leave days shall be used to justify the supplement by the Board in the same ratio as the supplement to the regular salary.

For purposes of computing used sick leave, the computed ratio of supplement to regular pay shall be rounded to the closest one-fourth (1/4).

2. Family Illness

Employees may be granted leave of absence at full pay for illness or doctor's appointments in the immediate family (immediate family shall be defined as spouse, mother, father, brother, sister, son, daughter or step-child) or extended family relative (extended family shall be defined as son-in-law, daughter-in-law, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparents, grandparents-in-law, grandchildren and non-relative in the household for whom you are responsible). The leave days will not exceed three (3) days per occurrence; extensions will need to be approved by the Superintendent. Family leave will be deducted from the employee's sick leave.

B. Serious Illness

Up to five (5) days per incident not cumulative for serious illness of a member of the immediate family. Up to three (3) days per incident not cumulative for the serious illness of extended family. A request for an additional serious illness leave with pay may be granted at the discretion of the Superintendent. Said decision shall be non-grievable. Serious illness is defined as life-threatening. If an employee has no serious illness days available, the Superintendent may grant additional leave days without pay for immediate family serious illness. Days used shall be deducted from accumulated sick leave.

C. Bereavement Leave

1. Up to five (5) days of leave per occurrence shall be granted for each death of an employee's immediate family.
2. Up to three (3) days per occurrence shall be granted for death of an extended family member.
3. In the event of the death of a student in the Eddyville-Blakesburg Community School District, the principal or immediate supervisor of said employee shall grant the appropriate number of employees sufficient time to attend the funeral. This is non-grievable.

4. Up to one day per year shall be granted for the death of a close friend, a member of a close friend's family or a relative outside the immediate or extended family as defined under Health Related Leaves. This one day may be taken in one-half day increments.

D. Personal Business Leave

Each employee shall be allowed two (2) days to be used for personal reasons. An employee planning to use a personal day or days shall notify his/her principal at least three (3) days in advance, except in cases of emergency. The use of personal leave could be limited to two people per building per day on a first come first serve basis. Personal leave cannot be used during the first or last five (5) days of the school year, nor to extend a holiday except in cases of emergency. Personal business leave days which remains unused at the end of the school year will be compensated at a rate of three-fourths (:75) the substitute pay rate. One (1) additional day shall be granted for use in emergency circumstances leaves. Emergencies shall be defined as those extreme circumstances which are beyond the control of the employee.

Emergency leave without pay may be granted by the Superintendent and/or Board of Education.

E. Jury Duty

In the absence of extraordinary circumstances, employees in the school system may be excused for jury duty or to appear in any judicial proceedings for which the employee has been subpoenaed. Any hourly remuneration the employee shall receive during such leave shall be turned over to the Eddyville-Blakesburg Community School District.

F. Temporary Absence

Temporary absence, less than one-half (1/2) day, may be granted by the principal.

G. Holidays

The following holidays shall be recognized by the Board and the Association. These holidays shall be considered vacation days, without pay:

Labor Day	All President's Day
Thanksgiving Day	Good Friday
Christmas Day	Memorial Day
New Year's Day	Fourth of July

H. Adoption Leave

Absence for adoption of children will be granted at the discretion of the Board up to a maximum of ten (10) days. Such leave will be charged against the employee's accumulated sick leave total. Request for leave for this will be in writing to the teacher's immediate supervisor.

I. Association Leave

Up to four (4) days of professional leave with pay shall be granted to a representative of the local association to attend the Iowa State Education Association Delegate Assembly or attend association meetings or conferences. The employee planning to use the professional leave shall notify the building principal at least one week in advance of the absence. Association agrees to reimburse the District for the costs of substitute for up to four (4) days.

J. Other Leaves of Absence

Any teacher may request a leave of absence. A written application for a leave of absence must be submitted to the Superintendent of Schools for inclusion on the school board agenda. The decision on whether or not an application for a leave of absence shall be approved shall be left solely with the school board on a majority vote. The Board or the applicant or both may be represented by counsel at the time the application is presented at the school board meeting. There shall be no appeal against the school board's decision on an application for a leave of absence, through the grievance procedure or through any other source.

Denial of an employee's request by the Board shall not constitute a bar against, or serve to prevent the employee from submitting another request for the same purpose if new evidence is to be presented. A written rationale will be given to the employee for denial of a written request for leave.

K. Family and Medical Leave

Employees of the District are entitled to unpaid family and medical leave to the same extent and subject to the same terms and conditions as set forth in the Family and Medical Leave Act of 1993. (This inclusion shall in no way reduce or adversely impact any other provisions of this Agreement.)

ARTICLE IX

REDUCTION OR REALIGNMENT OF STAFF

- A. When staff reduction is in order, the employee or employees involved will be notified as required by the Iowa Code. The following order of criteria shall be used in the determination of a reduction:

1. certification
2. evaluations
3. extra duties
4. seniority

If these factors are equal seniority will then become the determining factor to consider.

- B. ~~Persons laid off under the above provisions will have recall rights as specified herein. The Board reserves the right to fill any unstaffed position by transfer or reassignment.~~
- C. Laid off employees shall have recall rights to a vacancy for which the employee is certified and qualified, as determined by the Board. Recall rights shall last for a period of one year from the expiration of the employee's current individual teaching contract.
- D. The employee recalled by the Board shall be notified of recall by certified mail, return receipt requested to the last known address of the employee as shown on the District's records. It shall be the responsibility of each employee on layoff to keep the Superintendent advised of the employee's current address.
- E. The employee's failure to notify the Superintendent of a change of address shall cause all recall rights to terminate.
- F. Any and all recall rights shall terminate unless within five (5) calendar days after the employee receives notice of recall the employee advises the District in writing that the employee accepts the position offered in such notice and will be able to commence employment on the date specified in the notice. The date on the return receipt shall be considered the date the notice was received by the employee.
- G. An employee on recall who has accepted employment with another school district forfeits all recall rights.
- H. An Unstaffed Position is defined as: A teaching assignment for which no employee is currently assigned.

- I. A Vacancy is defined as: Available teaching assignment(s), that the Board desires to fill, which the administration determines cannot be filled by existing staff.

ARTICLE X
TRANSFER PROCEDURE

Teacher requested transfers from building to building are made as follows:

- A. Transfer shall be defined as the reassignment of an employee from one building to another.
- B. All requests for transfers for the following year should be in writing in the form of a letter sent to the Superintendent no later than May 1st of the current year. This letter should contain specific reasons for requesting the transfer.
- C. The consideration of transfer of an employee will be based on evaluations and certifications.
- D. Written notice of transfer will be given to the employee concerned as soon as practicable. If a request for a transfer is denied, the specific reasons for the denial shall be given in writing to the employee.
- E. Requests for transfers are kept for only one school year. Renewal must be made each year.
- F. Notice of future staff vacancies will normally be posted in each building and the vacant position shall be held open for at least five (5) school days after posting of the notice. On or before the posting of the notice a copy of said notice shall be provided to the Eddyville-Blakesburg Education Association.
- G. If an involuntary transfer is necessary, the Administration will take into consideration, so far as practical, the employee's training, experience, specific achievements, and service to the District.
- H. Realignment of staff shall not be considered a transfer.
- I. The Superintendent shall have final decision in all cases of transfer.

ARTICLE XI

SENIORITY

The rank order of employees as measured by continuous service in the Eddyville-Blakesburg District and determined by the date of initial Board approval of the contract.

The District will provide a seniority list to the Association president each year by September 30th.

Protests of, errors in or omissions from the seniority list by the Association must be made to the Superintendent within thirty (30) calendar days from the date of furnishing the seniority list.

The rank order of employees should be established by the following order:

1. Board approval date
2. Employee contract signing date
3. If above are the same then lots will be drawn in the presence of the superintendent and the president of the association or a designee.

ARTICLE XII

EVALUATION PROCEDURE

- A. The building principal or appropriate supervisor shall acquaint each employee under his/her supervision with the evaluation procedure, standards, and instruments and advise each employee as to the designated supervisor who will formally observe and evaluate his/her performance.
- B. The building principal or appropriate supervisor shall evaluate each employee in writing. Probationary teachers shall be evaluated with a written summative evaluation at least once per semester. Non-probationary teachers shall be evaluated with a written summative evaluation at least once every three (3) years. A conference shall be held between the employee and the building principal for purposes of discussing the written evaluation. The evaluation shall be signed by both parties; however, the employee's signature does not necessarily mean agreement with the evaluation, but rather an awareness of the content. All required evaluations shall be completed by April 30 of each school year.
- C. Written evaluations may be the result of either formal or informal observations.
- D. If the employee feels his/her written evaluation is incomplete, inaccurate or unjust, he/she may voice his/her objections in writing within five (5) working days of the employee's receipt of the conference, whichever last occurs. Employees' responses will be attached to the evaluation report.
- E. The above provisions deal with but a single method of employee evaluation; i.e., evaluation of classroom teaching performance. Nothing in this Article is to be construed as precluding evaluation of employees by any other means whatsoever as deemed appropriate by the Administration of the School District.
- F. The employee has the right to file grievance only in the case of an overall unsatisfactory evaluation. A probationary employee with two years or less experience at the district, cannot grieve evaluations.

ARTICLE XIII

HOURS OF WORK

A. Work Day

The work day shall consist of no more than eight (8) hours per day. On Fridays the workday shall end at the close of the students' day and after the departure of buses. On days preceding holidays or vacation periods the workday shall end following the close of the students' day and completion of the state-required 5.5 hour minimum school day. An employee may leave the building early after receiving permission from the building principal. Teacher meetings may be called in extension of the regular day when deemed necessary. Meetings which extend the work day shall add no more than forty five (45) minutes to the work day and shall not occur more often than an average of once per month during the school year. Meetings may be called when necessary in cases of emergency.

B. Break Time

Each employee shall have a break during the student day. At the secondary level, employees shall have one (1) class period per day of break time. At the elementary level, the employees shall have two hundred twenty-five (225) minutes per week.

C. Inclement Weather

Employees shall not be required to report more than one-half (1/2) hour before or remain after the student attendance hours because of inclement weather, excluding heat. In instances of extreme heat, teachers may be required to attend professional meetings in an air conditioned area.

ARTICLE XIV
SAFETY PROVISIONS

A. Protection of Employees, Students, and Property

1. Use of Reasonable Force

An employee may within the scope of his employment or pursuant to Board policy, use and apply such amount of lawful force as is reasonable and necessary, to quell a disturbance threatening physical injury to others; to obtain possession of weapons or other dangerous objects upon the person or within the control of the pupil; for the purpose of self-defense; and for the protection of persons or property.

2. Legal Action Against an Employee

Whenever any legal action is brought against an employee resulting from the performance of assigned duties or pursuant to Board policy, the Board shall provide the employee with defense and indemnification. This provision shall be limited to civil actions which are within the scope of the Boards' liability insurance policy. Any indemnification of an employee for punitive and exemplary damages shall be excluded.

3. Assault of an Employee-Legal Assistance

The Board may at its discretion give support including legal and other assistance for any assault upon the employee while acting in the discharge of his duties or pursuant to Board policy.

B. Assault of an Employee. The following provisions shall apply when any employee is assaulted during the pursuit of or as the result of the pursuit of his/her duties.

1. Leave. When absence arises out of or from such assault or injury, the employee shall be entitled to full salary and benefits for the period of such absence but shall not forfeit any sick leave, personal leave, or other professional advantage. Absences in excess of 2 days shall require a doctor's certification of injury.
2. Legal Assistance. The Board may at its discretion give support including legal and other assistance for any assault upon the employee while acting in the discharge of his duties or pursuant to Board policy.

3. Reimbursement for Personal Property. The employer shall reimburse members of the bargaining unit for any loss, damage, or destruction of clothing or property which is the result of an assault while on duty in the school, on the school premises, during a school sponsored activity, or immediately preceding or following said activity.
4. Time Lost. Time lost by an employee in connection with any incident noted in this Article shall not be charged against the employee nor shall he/she suffer any loss of pay, benefits, or other professional advantage. Legal consultation for personal gain shall not be included in this provision.
5. Reporting Assaults. Employees shall immediately report cases of assault suffered by them in connection with their employment to their principal, superintendent, or other immediate supervisor.

ARTICLE XV

DURATION PERIOD

This Agreement shall be effective July 1, 2006, and shall continue in effect until June 30, 2007.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon all on the Ninth day of March, 2006.

EDDYVILLE-BLAKESBURG
EDUCATION ASSOCIATION

EDDYVILLE-BLAKESBURG COMMUNITY
SCHOOL DISTRICT

By Beverly A. Dennis
Its President

By Edmund K. Steen
Its President

By Beverly A. Dennis
Its Chief Negotiator

By [Signature]
Its Chief Negotiator

EXHIBIT A

SALARY SCHEDULE

2006-2007 MASTER CONTRACT

LANE	1 BA/BS	2 BA+15	3 BA+30	4 BA+45/MA	5 MA+15	6 MA+30	7 MA+45
STEP							
1	24,150	24,754	25,720	26,686	27,652	28,618	29,584
2	24,754	25,720	26,686	27,652	28,618	29,584	30,550
3	25,720	26,686	27,652	28,618	29,584	30,550	31,516
4	26,686	27,652	28,618	29,584	30,550	31,516	32,482
5	27,652	28,618	29,584	30,550	31,516	32,482	33,448
6	28,618	29,584	30,550	31,516	32,482	33,448	34,414
7	29,584	30,550	31,516	32,482	33,448	34,414	35,380
8	30,550	31,516	32,482	33,448	34,414	35,380	36,346
9	31,516	32,482	33,448	34,414	35,380	36,346	37,312
10	32,482	33,448	34,414	35,380	36,346	37,312	38,278
11	33,448	34,414	35,380	36,346	37,312	38,278	39,244
12	34,414	35,380	36,346	37,312	38,278	39,244	40,210
13		36,346	37,312	38,278	39,244	40,210	41,176
14		36,829	38,278	39,244	40,210	41,176	42,142
15		36,829	38,761	40,210	41,176	42,142	43,108
16		37,312	38,761	40,693	42,142	43,108	44,074
17		37,312	39,244	40,693	42,625	44,074	45,040
18		37,795	39,244	41,176	42,625	44,557	46,006
19		37,795	39,727	41,176	43,108	44,557	46,489
20			39,727	41,659	43,108	45,040	46,489
21				41,659	43,591	45,040	46,972
22				42,142	43,591	45,523	46,972
23				42,142	44,074	45,523	47,455
24					44,074	46,006	47,455
25						46,006	47,938
26							47,938

LONGEVITY CALCULATIONS BASED ON PARAGRAPH IV

I. Contracts

This salary agreement applies to all basic contracts for the 2004-2005 school year and their extended contract addendums.

- Contract length one hundred eight-seven (187) days. One hundred eighty-eight (188) for newly hired employees.
- Student Attendance Days - 180
- In-service/Workshop Days - 6
- Parent/Teacher/Student Conference Days - 1
- The salary schedule pay is based on the first 187 days. Additional days will be paid per diem basis.

II. Credit for Experience

Seven (7) years experience from outside the system may be allowed on our salary schedule. Additional years may be allowed upon the recommendation of the Superintendent and the approval of the Board.

III. Horizontal Movement

Horizontal movement on the salary schedule shall be based upon courses or advanced degrees in education that are directly related to and/or likely to improve the instructional staff member's performance of duties. All master degrees in education shall be given credit on the salary schedule. Employees requested by the Superintendent to become certified to teach a class will have undergraduate hours credited for horizontal movement.

To qualify for horizontal movement, courses shall be approved by the Superintendent prior to enrollment. Undergraduate college credit, workshop credit, and graduate credit shall qualify for advancement if approved by the Superintendent prior to enrollment.

Tuition reimbursement will be available for courses taken at the request of the Superintendent to extend certification. The teacher will remain in the field of paid coursework (i.e. if School District pays for math coursework, the teacher must remain in the math department) in the District for at least three (3) years after the completion of all courses or all tuition reimbursement will be paid back to the district.

IV. Extended contracts to be computed as follows: Divide the applicable schedule salary by the number of days in the contract and multiply by days in extended contract.

Base Salary: \$24,150

Longevity: See below

V. Longevity Steps.

Accrued longevity shall be retained during horizontal movement.
Employees shall receive the following: BA - NONE, BA15 & BA30 - Years 1&2-2%, Years 3&4-4%, Years 5&6-6%, BA45/MA, MA15, MA30, MA45 - Years 1&2-2%, Years 3&4-4%, Years 5&6-6%, Years 7&8-8%.

VI. Nurse Schedule

2006-2007 Generator Base	\$12.01	\$14.81	\$15.39
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Year/Step	Level 1 LPN	Level 2 RN	Level 3 BA
1	\$12.01	\$14.81	\$15.39
2	\$12.47	\$15.37	\$15.98
3	\$12.93	\$15.93	\$16.57
4	\$13.38	\$16.50	\$17.15
5	\$13.84	\$17.06	\$17.74

A nurse may bring up to four (4) years experience from another position for placement on Year/Step.

Contract Days 187

Year/Step	Level 1 LPN	Level 2 RN	Level 3 BA
1	\$17,970	\$22,148	\$23,028
2	\$18,655	\$22,992	\$23,905
3	\$19,339	\$23,836	\$24,782
4	\$20,024	\$24,680	\$25,660
5	\$20,708	\$25,523	\$26,537

EXHIBIT B**SUPPLEMENTAL SCHEDULE****2006-07**

A. COACHING	<u>Percent</u>
1. <u>Football</u>	
Head Varsity	13.0
H.S. Assistant	10.0
Middle School	7.0
2. <u>Basketball</u>	
Head Varsity	13.0
H.S. Assistant	10.0
Middle School	8.5
3. <u>Wrestling</u>	
Head Varsity	13.0
H.S. Assistant	10.0
Middle School	8.5
4. <u>Track</u>	
Head Varsity	13.0
H.S. Assistant	10.0
Cross Country	9.0
Middle School	7.0
5. <u>Softball</u>	
Head Varsity	13.0
H.S. Assistant	10.0
Middle School	7.0
6. <u>Baseball</u>	
Head Varsity	13.0
H.S. Assistant	10.0
Middle School	7.0
7. <u>Volleyball</u>	
Head Varsity	13.0
H.S. Assistant	10.0
Middle School	7.0
8. <u>Golf</u>	
Head Varsity	7.5

9.	<u>Weight room supervision</u>	10.0 (2.5% per season)
B.	MUSIC	
1.	Instrumental Varsity	15.0
2.	Instrumental Middle School	9.0
3.	Vocal Varsity and Jr. Varsity	11.0
4.	Vocal Middle School	3.0
5.	Competitive Marching Band	6.0
6.	Competitive Jazz Band	3.0
7.	Assistant Competitive Marching Band	3.0
8.	Middle School Competitive Jazz Band	3.0
9.	Color Guard	6.0
10.	Winter Guard	3.0
11.	Tri-M	2.0
C.	DRAMA	
1.	Plays each (HS) – per director (includes set construction)	5.0
2.	One play/event (MS)	5.0
3.	Speech:	
	Large Group	4.0
	Individual	4.0
4.	Thespian	2.0
D.	AUDIO-VISUAL	
1.	Photography	6.0
E.	PUBLICATIONS	
1.	Annual	10.0
F.	FFA	12.5
G.	ADULT CLASSES	
	Each 1/2 hour session	.25
H.	SCIENCE FAIR CHAIRPERSON	3.0

I. CHEERLEADING SPONSOR

1.	Varsity Football	2.0
2.	Varsity Basketball	3.0
3.	Varsity Wrestling	3.0
4.	JV Football	1.5
5.	JV Basketball	2.0

J. JUNIOR CLASS SPONSOR(S)

1.	Art	3.0
2.	Others	1.5

K. SPANISH CLUB 3.0

L. LIBRARY AV 3.0

M. STUDENT COUNCIL ADVISOR

Grades 9-12	4.0
Middle School	2.0

N. NATIONAL HONOR SOCIETY 2.0

Extra teacher duties will be reimbursed by applying the above percentage factors to the salary schedule base. Advancement on the Eddyville-Blakesburg Community School District Scale for activity assignments shall be subject to the following: Horizontal movement shall require two (2) years service in that specific activity in the Eddyville-Blakesburg system for each experience lane.

Pep bus chaperones will be paid ten cents (\$.10) per mile traveled to and from activity, plus five dollars (\$5.00) for supervision of students after the bus returns, while students are waiting for their parents.

The following will be reimbursed at the rate of six dollars (\$6.00) per night for high school athletic contests (9-12):

Football: 2 for chain
1 for down box

Game management personnel: defined here as including but not limited to the timer, score keeper, and P.A. announcer, and excluding ticket takers, shall be compensated at a rate of \$5.15 per hour as approved by the activities director for athletic contests.

EXHIBIT C

SUPPLEMENTAL SALARY SCHEDULE

2006-07

EXPERIENCE LANE	0-1 BASE	2-3 1	4-5 2	6-7 3	8-9 4	10-11 5
PERCENTAGE FACTOR	23,000	23,920	24,840	25,760	26,680	27,600
0.25%	58	60	62	64	67	69
0.50%	115	120	124	129	133	138
1.00%	230	239	248	258	267	276
1.25%	288	299	311	322	334	345
1.50%	345	359	373	386	400	414
2.00%	460	478	497	515	534	552
2.50%	575	598	621	644	667	690
3.00%	690	718	745	773	800	828
4.00%	920	957	994	1,030	1,067	1,104
5.00%	1,150	1,196	1,242	1,288	1,334	1,380
6.00%	1,380	1,435	1,490	1,546	1,601	1,656
7.00%	1,610	1,674	1,739	1,803	1,868	1,932
7.50%	1,725	1,794	1,863	1,932	2,001	2,070
8.00%	1,840	1,914	1,987	2,061	2,134	2,208
8.50%	1,955	2,033	2,111	2,190	2,268	2,346
9.00%	2,070	2,153	2,236	2,318	2,401	2,484
10.00%	2,300	2,392	2,484	2,576	2,668	2,760
10.50%	2,415	2,512	2,608	2,705	2,801	2,898
11.00%	2,530	2,631	2,732	2,834	2,935	3,036
12.00%	2,760	2,870	2,981	3,091	3,202	3,312
12.50%	2,875	2,990	3,105	3,220	3,335	3,450
13.00%	2,990	3,110	3,229	3,349	3,468	3,588
15.00%	3,450	3,588	3,726	3,864	4,002	4,140
17.00%	3,910	4,066	4,223	4,379	4,536	4,692

**Addendum to the Contract
between the
Eddyville-Blakesburg Community School District
and the
Eddyville-Blakesburg Education Association**

In response to a growing concern regarding the retention and recruitment of staff, the administrators of the Eddyville-Blakesburg Community School District proposed, and the Board of Directors of the District considered and approved an increase of the Instructional Support Levy for five (5) years. The increase in the levy is aimed specifically at retention and recruitment of staff. In consideration thereof the parties agree to the following:

1. ~~That each returning member of the staff shall be compensated one thousand dollars (\$1,000).~~
2. Each new member of the staff shall be compensated one thousand dollars (\$1,000).
3. Those employees who are contracted for less than full time shall receive their full-time equivalent of one thousand dollars (\$1,000).
4. That payment of this amount shall be made in two installments and paid in the regular paychecks in the months of December and June (The District has the option of new teachers receiving their signing bonus after the new employees have filled out the necessary paperwork).
5. That the payments will begin with the 2006-2007 school year with the first payment being made in the December 2006 paycheck.
6. That the retention and recruitment incentive pay shall be for a period of five years and shall end at the conclusion of the 2010-2011 school year with the expiration of the current Instructional Support Levy.
7. That the retention and recruitment incentive shall cease in the event of action taken by a competent authority to limit the district's ability to levy for instructional support and therefore, the amounts necessary to pay the said sum.
8. That the only portion of this addendum to be grievable is failure to receive payment.
9. Each staff member shall be provided a copy of this addendum on an annual basis, separate from the Collective Bargaining Agreement.

LETTER OF UNDERSTANDING
BETWEEN
EDDYVILLE-BLAKESBURG EDUCATION ASSOCIATION
AND EDDYVILLE-BLAKESBURG COMMUNITY SCHOOL DISTRICT

This is an Agreement between the Eddyville-Blakesburg Education Association and the Eddyville-Blakesburg Community School District regarding potential changes in insurance carrier and/or coverages for the 2006-2007 school year.

1. Insurance coverage and benefits shall be comparable or better than coverage provided under the immediate previous contract.
2. The school board will receive a recommendation on the carrier by the present insurance committee.
3. If the PSF (Partially Self-Funded) Preferred Provider Organization Medical Plan is no longer utilized, contract language will be modified and the final language will be ratified at a later date by the Association and the School Board.
4. If through the insurance committee a recommendation is made to the Eddyville-Blakesburg Board of Education to switch insurance carriers and a savings is realized, then said savings will be negotiated with the teachers association as to how said savings will be distributed.